

## **ORGANIZATIONAL BEHAVIOR**

PM08.70

This course defines organizational behavior and identifies the variables and characteristics that influence an individual's behavior in the workplace. Through interactive exercises, students will learn about groups and teams, decision-making processes, and conflict management within an organization. Course activities also cover communication styles, channels, organizational structure, and culture and its impact on employees. Students also learn how to perform a job analysis and job redesign.

### **PREREQUISITES**

- None

### **LEARNING OBJECTIVES**

- Identify the fundamentals of organizational behavior, the types of communication and power in an organization, and examine how they affect organizational behavior.
- Identify the individual characteristics that affect organizational behavior, and the factors that drive individual behavior.
- Identify the ways in which power and politics are used in an organization and the impact of leadership on organizational behavior.
- Identify the elements and types of organizational structure and their effect on organizational behavior, individuals, and groups.

### **WHO SHOULD ATTEND**

- People managers
- Individual employees interested in organizational dynamics and teamwork

### **COURSE OUTLINE**

- Understanding organizational behavior
- Organizational dynamics for individuals
- Group and team dynamics
- Organizational processes
- Power, politics, and leadership
- Organizational structure
- Job and workspace design
- Organizational culture

### **CLASS LENGTH**

- One Day (8 PDUs)